



**PWYLLGOR DIWYLLIANT, POBL A DATBLYGU SEFYDLIADOL  
PEOPLE, ORGANISATIONAL DEVELOPMENT & CULTURE COMMITTEE**

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	11 December 2023
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	GP Registrar Retention Report
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Jill Patterson - Director of Primary Care, Community and Long-Term Care
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	Dr WS James – Deputy Medical Director - Primary Care and Community Services

<b>Pwrpas yr Adroddiad (dewiswch fel yn addas) Purpose of the Report (select as appropriate)</b>
Er Sicrwydd/For Assurance

**ADRODDIAD SCAA  
SBAR REPORT**

Sefyllfa / Situation  
The Primary Care Directorate was asked to investigate whether the GPs Registrars qualifying in the Hywel Dda University Health Board area continued working in the area after completion of training.

The committee is asked to note the findings of the survey.

Cefndir / Background

Recruitment and retention  
The latest figures show that GP numbers in Wales have fallen by 15% in the last 10 years, with 1,563 full-time equivalent (FTE) GPs recorded in June last year compared with 1,846 in 2012. And in the six months to June 2022, 49 FTE GPs alone were lost to the profession, described by GP leaders at the time as a ‘deeply worrying trajectory’. Training new GPs and retention of those who train locally is vitally important to maintain our future workforce. GPs will lead our multi-professional teams of the future and we must therefore make sure that we recruit and retain GPs.

It is easier to recruit to some Health Board areas than others. Welsh Government have targeted those areas where recruitment is particularly challenging, with enhanced recruitment payments. At present, GP Trainees who start the first post of their GP training programme in a targeted area with a history of lower than average fill rates, will be eligible for a payment of up to £20,000 should they remain in a targeted area (for the duration of their training and for one year of working in practice) after qualification. This incentive is targeted at selected training areas within Hywel Dda University Health Board (HDDUHB). Currently Ceredigion and North Pembrokeshire are areas which attract these enhanced payments.

Some of our trainees are from overseas. At present, overseas trainees are sponsored and employed by NHS Wales Shared Services Partnership. They can apply for indefinite leave to remain, after working in the country on a skilled worker visa for five years. But after gaining their certificate of completion, which due to the length of the GP training programme is usually three years, they need to be sponsored by an employer, leaving a two-year gap. And because GP

practices tend to be smaller in Wales than in England, very few practices have gone through the visa sponsorship process with the UK Home Office. There is a risk therefore that some trainees will leave the area in order to obtain a sponsor. The Health Board has acted as a sponsor for newly qualified salaried GPs and supported practices to establish sponsorship status.

HDdUHB must do all it can to recruit and retain newly qualified GPs to establish the workforce of the future. A baseline survey was undertaken to establish the proportion of newly qualified GPs who stay in the area.

### Asesiad / Assessment

In summary, we surveyed our 30 training practices (with 3 non responders - PCSMs have been asked to chase).

59 Registrars completed GP training in Hywel Dda UHB within the past 4 years.

44 stayed working within HDdUHB area (17 staying with their training practice and 27 choosing with other practices within the Health Board area).

15 Registrars moved out of area on completion of training.

Therefore, the retention rate was 75% (i.e., those staying in the HDdUHB area), whilst 25% moved to live and work outside of the Health Board area.

The data is summarised in the table at Appendix 1.

### Argymhelliad / Recommendation

For Information - The committee is asked to:

- Note the findings of the survey.

The Primary Care Directorate will aim to collect and collate this information annually going forward. In future, we will aim to explore the reasons for locally-trained GPs leaving the area, to ensure all is being done to keep these doctors working locally.

### **Amcanion: (rhaid cwblhau)**

#### **Objectives: (must be completed)**

Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	3.2 Consider the implications for workforce planning arising from the development of the Health Board's strategies and plans or those of its stakeholders and partners, including those arising from joint (sub) committees of the Board.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	N/A
Parthau Ansawdd: Domains of Quality <a href="#">Quality and Engagement Act (sharepoint.com)</a>	7. All apply
Galluogwyr Ansawdd: Enablers of Quality: <a href="#">Quality and Engagement Act (sharepoint.com)</a>	6. All Apply

Amcanion Strategol y BIP: UHB Strategic Objectives:	1. Putting people at the heart of everything we do 3. Striving to deliver and develop excellent services
Amcanion Cynllunio Planning Objectives	2c Workforce and OD strategy 1b Career progression
Amcanion Llesiant BIP: UHB Well-being Objectives: <a href="#">Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022</a>	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS 5. Offer a diverse range of employment opportunities which support people to fulfill their potential

<b>Gwybodaeth Ychwanegol: Further Information:</b>	
Ar sail tystiolaeth: Evidence Base:	N/A
Rhestr Termiau: Glossary of Terms:	N/A
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	All Training GP Practices Surveyed

<b>Effaith: (rhaid cwblhau) Impact: (must be completed)</b>	
<b>Ariannol / Gwerth am Arian: Financial / Service:</b>	Recruiting substantive GPs to our managed and independent practice will reduce the reliance on locum staff which tend to be less cost effective
<b>Ansawdd / Gofal Claf: Quality / Patient Care:</b>	Locally trained GPs will have greater knowledge of our local health and care system and provide more effective care
<b>Gweithlu: Workforce:</b>	Recruitment and retention of substantive GP partners and salaried GPs essential for our future sustainable workforce
<b>Risg: Risk:</b>	No
<b>Cyfreithiol: Legal:</b>	No
<b>Enw Da: Reputational:</b>	No
<b>Gyfrinachedd: Privacy:</b>	No
<b>Cydraddoldeb: Equality</b>	N/A

	No of trainees completing training	Partner /salaried at training practice	Number of trainees going to another HB practice	Number of trainees leaving HB area
Argyle Medical Group	0	0	0	0
Ash Grove Medical Centre	0	0	0	0
Avenue Villa Surgery				
Barlow House Surgery	3	1	2	incomplete info
Borth Surgery	0	0	0	0
Bro Pedr Medical Group	3	1	2	0
Brynteg Surgery	2	2	0	0
Cardigan Health Centre	0	0	0	0
Coach & Horses Surgery	5	1	2	2
Fairfield Surgery	0	0	0	0
Furnace House Surgery				
Llanfair Surgery	5	0	5	0
Llwynhendy Health Centre	1	1	0	0
Llynyfran Surgery				
Margaret Street Practice	0	0	0	0
Meddygfa Emlyn	2	1	1	0
Meddygfa Padarn Surgery	3	0	1	2
Meddygfa Taf	2	1	1	0
Meddygfa Teilo	0	0	0	0
Meddygfa Tywi	1	1	0	0
Meddygfa Tywyn Bach	0	0	0	0
Meddygfa'R Llan	9	2	3	5
Meddygfa'R Tymbl	0	0	?	0
		1 pending Home Office approval		
Narberth Surgery	1			0
Newport Surgery	3	3	0	0
Saundersfoot Medical Centre	2	0	2	0
St Peter's Surgery	0	0	0	0
St Thomas Surgery	6	1	5	0
Tanyfron Surgery	0	0	0	0
The Robert Street Surgery	1	0	1	0
Winch Lane Surgery	10	2	2	6
Ystwyth Medical Group	0	0	0	0
<b>Total</b>	<b>59</b>	<b>17</b>	<b>27</b>	<b>15</b>